BEYOND LIMITS

FIVE WAYS TO KEEP YOUR TEAM MOTIVATED DURING THE PANDEMIC

TEAMWORK WORKS, BUT!

Why your team is not

One of the hidden dangers of pandemic is the treat mental health deterioration of your precious staff. If not managed, weakened mental health can significantly influence the organizational performance in a negative way.

Given below are five simple steps any leader could follow to ensure mental wellbeing of his or her team members.

Step One: Don't let them panic on speculations. Guide them to refer to reliable sources

Many employees get panicked when they hear information from unreliable sources. Help them find and follow reliable sources to avoid speculations.

Step Two: Help them plan their Finances

Major cause of stress during pandemic is the financial insecurity they face. Provide clear information on organizations actions. Help them come up with a short term plan to manage their expenses.

Step Three: Stay Connected. Talk to them

Don't limit your conversations with them
to just official meetings. Have casual conversations and stay connected.

Step Four: Avoid making assumptions and put an effort to understand

Many might have difficulties in performing during the work from home due to resource, competency or social barriers. Not everyone will have a separate location in their houses to work from home. Try to understand and accommodate informal settings.

Step 5: Encourage Online social gatherings

There are various software and platforms allowing people to gather and carryout social activities such as singing.
Use such technologies to allow your team to engage in informal settings.

Five ways to keep your Team Motivated during the Pandemic

"Teams" is one of the most misunderstood concepts in the corporate world. Many so called "Teams" failed to achieve the performance levels of High Performing Teams and mostly stay as Groups. Yet they might perform better than average groups giving the illusion that the Group is actually a High Performing Team.

Given below are some of the reasons for Groups to stay as Groups without becoming High Performing Teams.

Organization Not Providing the Best Environment to nurture Teams

According to a famous Google study on creating High Performing Teams, lack of following in an organizational environment being identified as the prominent reasons for not having High Performing Teams.

- **Lack of Psychological safety**: Can we take risks on this team without feeling insecure or embarrassed

- **Lack of Dependability**: Can we count on each other to do high quality work on time
- **Weak Organizational Structure & clarity**: Are goals, roles, and execution plans on our team clear
- **Inability to see the meaning of work**: Are we working on something that is personally important for each of us
- **Inability to see the impact of work**: Do we fundamentally believe that the work we're doing matters

Wrong Approach to Team Leadership

On the other hand many team leaders believe that Teams should be lead by adopting "Laissez-Faire" leadership style or at least "Democratic" style.

But the reality is you have to be "Autocratic" until your group becomes a team. Inability to make the shift causes many leaders to loose control. They will not be able to prevent individualistic nature over powering the collectivistic nature resulting the group not becoming a team.

It's a dream for a manager to have a High Performing Team. In most cases, Managers have to be happy with Highly Performing Groups. Research shows that by changing few things in approach, Managers can convert Groups in to Teams.